

<u>Month</u>	<u>Attrition</u>	<u>Hires</u>
January 1976		
February 1976		
March 1976		
April 1976		
May 1976		
June 1976		
Totals		

STAT

4. Effect of limitations on new hires if restricted to replacing 50%, 75%, 90%, and 100% of projected attrition.

Based on the cumulative attrition estimates over the total period (i.e., projected through September 30, 1978), the reductions in 31 December 1976 on-board strength for the percentages indicated are summarized as follows:

<u>Percentage Limitation</u>	<u>Strength Reduction</u>	<u>Percentage Reduction in 31 Dec 76 Strength</u>
50%		
75%		
90%		
100%		

STAT

#### 5. Program Manager's Recommendation.

I believe it is unrealistic to suggest that reductions of the magnitude indicated above could be absorbed by this Agency without significantly altering its mission for the collection and production of intelligence. We note the fact that the Agency's strength has already been reduced by more than 22% over the past eight years. Our proposed budget for 1978, for the first time since 1969, reflects no planned reduction in our personnel strength. However, even though our planned 1978 personnel level is unchanged from 1977, we will still experience a real reduction because of new and different responsibilities. We have had to shift resources away from on-going activities, particularly from intelligence operations and especially clandestine collection, to meet new and expanded

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oversight responsibilities; we have had to supplement resources allocated to the activities involved in the processing of intelligence data, particularly in the ADP area, to take full advantage of new technical collection capabilities; and we have had to add resources to certain support functions to comply with new statutory requirements (e.g., Fair Labor Standards Act, Occupational Safety and Health Act, Freedom of Information Act, Privacy Act, etc.). We have in recent years increased the overall percentage of our resources committed to intelligence production and processing activities while undergoing continuous overall reductions, requiring us to make deeper cuts in other areas.

In consideration of the very substantial reductions in Agency strength in recent years, with essentially no change in basic mission and a general increase in overall requirements for intelligence support by policymakers, I am compelled to recommend that no further reduction in strength be imposed on the Central Intelligence Agency. In recognition of personnel shortages in selected areas, we are presently contemplating a request for a net increase in positions for 1979.

/s/ E. H. Knoche

E. H. Knoche  
Deputy Director

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<b>Remarks:</b> Frank:  Please substitute the attached revised page for page 2 of the memorandum to the IC Staff on revised personnel ceilings. The change is in the figures in the strength reduction column of paragraph 4. The IC Staff advises that its intention was to elicit a response which would reflect replacement of attrition at the percentage rates indicated rather than a limitation on the replacement of attrition as we included in our original version.	
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